

Current I-O Student Publications and Presentations 2013 to Fall 2015
(student names in bold)

Publications

2015/In press

- Agars, M. D. & **French, K. A.** (in press). Underrepresented populations in work-family research. In T.D. Allen & L. T. Eby (Eds.), *Oxford handbook of work and family*.
- Allen, T. D., & **Dumani, S.** (in press). In S. Rogelberg (Ed). *The encyclopedia of industrial and organizational psychology (2nd edition)*. Thousand Oaks, CA: Sage Publications.
- Allen, T. D., Eby, L. T., Conley, K., Williamson, R., **Mancini, V.**, Mitchell, M. (in press). What do we really know about the effects of mindfulness-based training in the workplace? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Allen, T. D., **French, K. A.**, **Dumani, S.**, & Shockley, K. M. (in press). Meta-analysis of work-family conflict mean differences: Does national context matter? *Journal of Vocational Behavior*.
- Allen, T. D., **French, K. A.**, & Barnett, C. (in press). Marissa Mayer: An analysis of media reaction to a pregnant CEO. In R. A. Matthews & C. Spitzmueller (Eds.), *Research perspectives on work and the transition to motherhood*.
- Andel, S. A.**, **Hutchinson, D. M.**, & Spector, P. E. (2015). Safety at Work: Individual and Organizational Factors in Workplace Accidents and Mistreatment. In *Research in Personnel and Human Resources Management* (pp. 235-277). Emerald Group Publishing Limited
- Cho, E., & **Koh, C. W.** (2015). Governmental interventions and social re-engineering to facilitate work-life balance: Singapore and South Korea. In L. Lu & C. L. Cooper (Eds.), *Handbook of Research on Work-Life Balance in Asia* (pp. 271-294). Northampton, MA: Edward Elgar.
- Coovert, S. A., **Howard, D. J.**, Coovert, M. D., & Nelson, R. M. (2015). An evaluation of medical residents utilization of tablet computers. *Computers in Human Behavior*, 53, 289-293.
- Ducey, A. J.**, Guenole, N., Weiner, S. P., Herleman, H. A., Gibby, R. E., & Delany, T. (in press). I-Os in the vanguard of big data analytics and privacy. *Industrial and Organizational Psychology*, 8(4).
- French, K. A.** & Johnson, R. C. (in press). A retrospective timeline of the evolution of work-family research. In T.D. Allen & L. T. Eby (Eds.), *Oxford handbook of work and family*.

- French, K. A.**, Kottke, J. L., & Kirchner, R. J. (in press). Evaluating the psychometric properties of the Teamwork KSA Test. *International Journal of Selection and Assessment*.
- Frick, S. E.**, & Gillain, R., & Kim, A. (forthcoming in 2016). Career planning. In Whitbourne, S. (Ed.). *The Encyclopedia of Adulthood and Aging*. New York, NY: Wiley.
- Gazica, M. W.**, & Spector, P. E. (2015). A comparison of individuals with unanswered callings to those with no calling at all. *Journal of Vocational Behavior*, doi: 10.1016/j.jvb.2015.08.008.
- Gazica, M. W.**, & Spector, P. E. (2015). Self-efficacy. *Wiley Encyclopedia of Management*, 11, 1–2.
- Howard, D. J.**, Coovert, S. A., Coovert, M. D., & Nelson, R. M. (2015). Tablet computing in clinical training of pediatric residents. *Telemedicine And E-Health*, (7), 588.
- Lindsey, A., King, E., Cheung, H., Hebl, M., Lynch, S., & **Mancini, V.** (2015). When do women respond against discrimination? Exploring factors of subtlety, form, and focus. *Journal of Applied Social Psychology*.
- Meier, L.L., Cho, E., & **Dumani, S.** (2015). The effect of positive work reflection during leisure time on affective well-being: Results from three diary studies. *Journal of Organizational Behavior*.
- Schweinsberg, M., ... **Frick, S. E.**, ... **Ramsay, P. A.** et al. (in press). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*.
- Stark, S., & Chernyshenko, O.S., & **Potter, S.** (2015). Standardized testing. In S.G. Rogelberg (Ed.). *Encyclopedia of Industrial/Organizational Psychology* (Vol. 2). Thousand Oaks, CA: Sage Publications, Inc.
- Thurston, A.J.**, Stark, S. E., & Drasgow, F. (2015). Technical Report Prepared for Marine Corps Embassy Security Guard School, Urbana, IL: Drasgow Consulting Group.
- Yang, L. Q., Caughlin, D. E., **Gazica, M. W.**, Truxillo, D. M., & Spector, P. E. (2014). Workplace Mistreatment Climate and potential employee and organizational outcomes: A meta-analytic review from the target's perspective. *Journal of Occupational Health Psychology*, 19(3), 315-335.

2014

- Allen, T. D., Eby, L. T., Weiss, H. M. & **French, K. A.** (2014). I-O Psychology's Chicken Little Syndrome. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 304-311.

- Arbogast, M. S.** (2014, January 13). Army Garrison Operations for 2014 and Beyond. *Army Sustainment Magazine*, pp. 19-22.
- Gibby, R. E., McCance, A. S., Pusilo, C. L., **Ducey, A. J.**, & Biga, A. (2014). Educating I-O psychologists for practice and science: Where not to go. *Industrial and Organizational Psychology*, 7(1), 71-74.
- Goldin, S., Horn, G. T., Schnaus, M. J., **Grichanik, M.**, **Ducey, A. J.**, Nofsinger, C., Hernandez, D. J., Shames, M. L., Singh, R. P., & Brannick, M. T. (2014). FLS skill acquisition: A comparison of blocked versus interleaved practice. *Journal of Surgical Education*, 71(4), 506-512.
- Hettinger, V. E., **Hutchinson, D. M.**, & Bosson, J. K. (2014). Influence of Professional Status on Perceptions of Romantic Relationship Dynamics. *Psychology of Men & Masculinity*, 15(4), 470-480.
- Lee, P.**, **Chun, S.**, & Lee, S. (2014). Differential use of middle category “?” in job descriptive index between Korean and American samples using mixed-model IRT. *Journal of Korean Psychology; General*, 33, 647-672.
- Lee, P.**, Stark, S., Chernyshenko, O. (2014). Detecting aberrant responding on unidimensional pairwise preference tests: an application of lz based on the Zinnes and Griggs ideal point IRT Model. *Applied Psychological Measurement*, 38, 391-403.

2013

- Allen, T. D., Johnson, R. C., **Kiburz, K.**, & Shockley, K. M. (2013). Work-family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel Psychology*, 66, 345-376.
- Arbogast, M. S.**, & Duplessis, B. T. (2013, July 9). Operation Slim Warrior. *Army Sustainment Magazine*, pp. 57-59.
- Chaudoir, S. R., Earnshaw, V. A., & **Andel, S.** (2013). "Discredited" vs. "discreditable": Understanding how shared and unique stigma mechanisms affect psychological and physical health disparities. *Basic and Applied Social Psychology: Special Issue: Fifty Years of Stigma Research-Lessons learned and lingering issues*.
- French, K.A.** & Kottke, J.L. (2013). Teamwork satisfaction: Exploring the multi-level interaction of teamwork interest and group extraversion. *Active Learning in Higher Education*, 14, 189-200.
- Kay, G.G, **Thurston, A.J.**, & Front, C. (2013). Commercial airline pilot and air traffic controller selection. In C. Kennedy & G. Kay (Eds.), *Aeromedical Psychology*. Aldershot, Hants, U.K.: Ashgate Publishing Ltd.

Koh, C. W., Allen, T. D., & Zafar, N. (2013). Dissecting reasons for not telecommuting: Are non-users a homogenous group? *Psychologist-Manager, 16*, 243-260.

Pavlova, E., Coovert, M. D., & Bennett, W. (2013). Abstract: Trust Development in Computer-Mediated Teams. *Multivariate Behavioral Research, 48*(1).

Shen, W. & Dumani, S. (2013). The Complexity of marginalized identities: The social construction of identities, multiple identities, and the experience of exclusion. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 86-89.

Presentations

2015

Allen, T. D. & French, K. A. (2015). Relationship between work characteristics and healthy aging: A challenge-hindrance stressor approach. Presentation at the Age in the Workplace Meeting, Limerick, Ireland.

Allen, T. D. & French, K. A. (2015). Understanding dual-career couple work and family decisions. Paper presented at the 2015 Community, Work & Family Conference, Sweden.

Andel, S. & Spector, P. E. (2015). A finer grained analysis: Extraversion facets in relation to occupational health psychology. Oral presentation given at the 11th annual Work, Stress, and Health conference, Atlanta, GA.

Andel, S. & Spector, P. E. (2015). Conscientiousness, Safety Performance, and the Moderating Role of Safety Climate. Poster presented at the 30th annual conference of the Society of Industrial and Organizational Psychology (SIOP), Philadelphia, PA.

Arvan, M.L., Shimon, Y., & Kessler, S.R. (2015, October). Which came first: the rude customer or the rude employee? Investigating temporal precedence in the relationship between customer mistreatment and customer CWB. In S. Pindek & P.E. Spector (Co-Chairs), *Using diverse methods in the study of stress and well-being*. Presentation to be given at the annual Southern Management Association conference, St. Petersburg, FL.

Arvan, M.L., Dreibelbis, R.D., & Spector, P.E. (2015, October). A meta-analytic investigation of customer mistreatment, strain, and perceptions of support. In P.L. Perrewe & P.E. Spector (Co-Chairs), *New directions in work stress research*. Presentation to be given at the annual Southern Management Association conference, St. Petersburg, FL.

Arvan, M.L. & Spector, P.E. (2015, May). Illegitimate tasks and musculoskeletal disorder symptoms: The mediating role of anxiety. In P.L. Perrewe & P.E. Spector (Co-Chairs), *Advances in workplace and nonworkplace mistreatment research*. Presentation given at the biannual Work, Stress, & Health conference, Atlanta, GA.

- Bedwell, W.L., **Fletcher, K.A.**, & Voeller, M. *Healthcare and Humanities: Assessing Art-Based Training for Nurses*. (2015, April). In **Fletcher, K.A.**, & Bedwell, W.L. (Co-chairs), *Nurse Interactions with Peers, Physicians and Patients: Training and Measurement*. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Chun, S.**, Cho, E. Allen, T. D., Stark, S., Spector, P. E., et al. (2015). Work-Family Conflict Measurement: Considering Culture and Gender Equivalency. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Contreras, J. A., Bowers, J., Francis, S., Lomas, H., Bennion, N., Richardson, M., Spencer, K., Irvin, W., **Ducey, A. J.**, & Kersh, R. C. (2015, November). *Stereotactic Body Radiation Therapy (SBRT) for pelvic recurrence after pelvic radiation*. Poster presented at the 101st Radiological Society of North America, Chicago, IL.
- Ducey, A. J.**, Dalal, D. K., Pusilo, C. L., Drake, T. J., McCance, A. S., & Tocci, M. C. (2015, April). Cross-national reactions to noncognitive assessments: What matters across the globe? In A. S. McCance & M. C. Tocci (Chairs), *Global noncognitive assessment: Cross-cultural utility and applicant reactions*. Symposium presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Ducey, A. J.**, McCance, A. S., Pusilo, C. L., Gibby, R. E., & Covert, M. D. (2015, April). *The generalizability of biographical data: A multinational study*. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Dumani, S.**, **French, K. A.** & Allen, T. D. (2015). Development of a non-work crafting measure. Poster presented for the 2015 Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Eatough, E. M., **Dumani, S.**, Wald, D. R., & Way, J. (2015). Overqualified Employees: Predicting Performance through Engagement and Sense of Calling. Symposium paper presented at the 2015 Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Fletcher, K.A.** & Bedwell, W.L. (2015, April). *Recommendations for Cognitive Aids in Healthcare Team Handoffs*. Poster presented at the fourth annual Symposium on Human Factors and Ergonomics Society in Health Care: Improving Outcomes, Baltimore, MD.
- Fletcher, K.A.**, **Frick, S.E.**, **Ramsay, P.S.**, & Bedwell, W.L. (2015, July). *Synthesized team adaptation framework: Implications for adaptive team training*. Poster presented at the 10th Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.

Fletcher, K.A., Telford, B., Frick, S., & Bedwell, W.L. (2015, May). *The effects of training and checklist design on perceived emotional strain*. In Roskam, E. (Chair), *Tools and interventions for creating mental well-being in the workplace (or mentally healthy workplaces)*. Paper presented at the 11th International Conference on Occupational Stress and Health, "Work, Stress and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations," Atlanta, GA.

Fletcher, K.A., Telford, B.N., Frick, S.E., & Bedwell, W.L. (2015, April). *The Devil is in the Details: Checklist Design Optimization*. Poster presented at the fourth annual Symposium on Human Factors and Ergonomics Society in Health Care: Improving Outcomes, Baltimore, MD.

Francis, S., Contreras, J. A., Bowers, J., Lomas, H., Bennion, N., Richardson, M., Spencer, K., **Ducey, A. J., & Kersh, R. C.** (2015, May). *Stereotactic Body Radiation Therapy (SBRT) for adrenal metastases*. Poster presented at the 25th annual American College of Radiation Oncology, Arlington, VA.

French, K. A., Agars, M. D., & Arvan, M. L. (2015). Development of the shift flexibility scale. Symposium paper presented for the 2015 Biannual Work, Stress, and Health Conference, Atlanta, GA.

French, K. A. & Andel, S. A. (2015). Job demands and health outcomes: Examining the role of work-family interactions. Poster presented for the 2015 Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

French, K. A., Barnett, C., & Allen, T. D. (2015). Marissa Mayer: Analyzing media reaction to a pregnant CEO. Symposium paper presented for the 2015 Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

French, K. A., Dumani, S., Allen, T. D., & Shockley, K. M. (2015). A meta-analysis of support across cultures. Poster presented for the 2015 Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Frick, S.E., Fletcher, K.A., Ramsay, P.S., & Bedwell, W.L. (2015, July). *Team adaptation: A theoretically-driven and empirically-based heuristic*. Poster presented at the 10th Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.

Frick, S. E., & Ramsay, P. S. (Co-chairs) (2015, July). *Adaptation from a Multilevel Perspective*. Panel presented at the 10th Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.

Grossman, M. R., Bedwell, W. L., Summers, J. K., Ramsay, P. S., & Frick, S. E. (2015, April). *A meta-analytic review of membership change, interdependence, and team performance*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Hawthorne, D., & **Pavlova Miller, E.** (May 2015). *Bringing Together Multiple Data Streams into a River of Information*. Presented at Annual SIOP Conference in Philadelphia, PA, April 24-26, 2015.
- Hutchinson, D. M., & Andel, S. A.** (2015, May) The Redundancy of Safety Related Climate Constructs: The Development of a General Organizational Safety Climate Scale. Symposia presented to the 2015 Work Stress and Health Conference, Atlanta, GA.
- Hutchinson, D. M., Zhou, Z. E., & Spector, P. E.** (2015, May) Workplace Incivility's Relationship with Perceptions of Workplace Safety and Safety Behavior. Symposia presented to the 2015 Work Stress and Health Conference, Atlanta, GA.
- Johnston, J. M., Heesacker, M., Martinez, P. N., **Frick, S. E.**, Kelly, M. N., Vernay, C. N., & Goldsmith, E. E. (2014, May). *Everyday experiences of social support extend optimal matching theory*. Poster presented at the Midwestern Psychological Association Conference, Chicago, IL.
- Koh, C. W.** (2015, April). Are older workers less supportive of Flexible Work Arrangements? In E. Cho (Chair), *Work-family issues in the aging workforce: Trends and consequences*. Symposium conducted at the meeting of the Society of Industrial-Organizational Psychology, Philadelphia, PA.
- Koh, C. W.** (2015, April). Organizational correlates of employee work-life balance. Poster session presented at the meeting of the Society of Industrial-Organizational Psychology, Philadelphia, PA.
- Lee, P., Joo, S., & Stark, S.** (2015). Individual paper Accepted: "Linking methods for the Zinnes and Griggs pairwise preference IRT model". Paper presented at the annual conference of the National Council on Measurement in Education: Chicago, IL.
- Joo, S., **Lee, P., & Stark, S.** (2015). Individual paper Accepted: "Evaluating anchor-item designs for concurrent calibration with the GGUM". Paper presented at the annual conference of the National Council on Measurement in Education: Chicago, IL.
- Murray, J.L., **Fletcher, K.A., Ramsay, P.S., & Bedwell, W.L.** (2015, April). *Comprehensive coding for verbal and nonverbal behavior in ICE teams*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Roman, J., Barnett, C., **French, K. A., & Dumani, S.** (2015). The bi-directional relationship between the work hours of dual-earner couples overt anti-social behavior in children. Poster presented at the 2015 Biannual Work, Stress, & Health Conference, Atlanta, GA.
- Seybert, J., Stark, S., **Chun, S., & Lee, P.** (2015). Ideal-point IRT modeling: recent breakthroughs for non-cognitive measurement. In Wang, W., & Carter, N.T (Chairs), *Investigating alternative ideal point models for noncognitive assessment*".

Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.

Zhou, L., Gelfand, M. J., Li, Y., Aktas, M., & **Frick, S. E.** (2014, May) *Interaction between leader network ties and subordinate cultural values*. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

2014

Agars, M. D. & **French, K. A.** (2014). We have work-family needs too!: Increasing consideration of neglected populations. Panel co-chair at the 2014 Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.

Agars, M. D., **French, K. A.**, Torte, L., Amaral, B., Rockwood, N., Soria, S., & Vansa, L. (2014). Health implications of work-family conflict for African Americans. Poster presented at the 2014 Biannual Work and Family Researchers Network Conference, New York, NY.

Allen, T. D., **French, K.A.**, **Dumani, S.**, & Shockley, K. M. (2014). Meta-analysis of work-family conflict mean differences: Does national context matter? Symposium paper presented at the 2014 Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.

Arbogast, M. S. (2014, November 20). Additive Manufacturing - A Requirements Perspective. *DoD Maintenance Symposium*. Birmingham, Alabama.

Arvan, M.L. & Spector, P.E. (2014, November). An exploratory study relating customer verbal aggression to MSD symptoms. In P.L. Perrewe & P.E. Spector (Co-Chairs), *Mistreatment in organizations: Behavioral and strain consequences*. Presentation given at the annual Southern Management Association conference, Savannah, GA.

Austin, B., & **Potter, S.** (February 2014). *Testing Competing Predictions from the Health Belief Model and the Theory of Planned Behavior on Flu Vaccine Intentions*. Presented at Fifteenth Annual Meeting of The Society for Personality and Social Psychology, Austin, TX.

Austin, B., **Potter, S.**, & Valerie, L. (April 2014). *Competitive Hypothesis Testing of the Health Belief Model and the Theory of Planned Behavior: Using Observational and Experimental Studies on the Flu Vaccine*. Presented at Thirty-Fifth Annual Meeting of The Society for Behavioral Medicine, Philadelphia, PA.

Bedwell, W. L., Summers, J. K., **Grossman, M. R.**, **Ramsay, P. S.**, & **Frick, S. E.** (2014, July). *Membership fluidity: A Meta-analysis* In S. A. Sommer (Chair) *Adaptation: A multilevel approach*. Presentation at the Ninth Annual Interdisciplinary Research (INGROUP) Conference, Raleigh, NC.

Bedwell, W.L., Summers, J.K., **Ramsay, P.S.**, & **Fletcher, K.A.** (2014, July). Change in teams: A state of the science. In S.A. Sommer & M.T. Maynard (Chairs), *Adaptation: A multi-level approach*. Symposium to be conducted at the 9th Annual Conference of the Interdisciplinary Network for Group Research, Raleigh, NC.

Chmielewski, M., & **Potter, S.** (February 2014) *What Influences Levels of Transient Error?* Presented at Fifteenth Annual Meeting of The Society for Personality and Social Psychology, Austin, TX.

Chun, Seokjoon, Stephen Stark, Eunsook Kim, & Oleksandr S. Chernyshenko. (2014). Using MIMIC methods to detect DIF among multiple groups. Symposium presentation at 29th annual conference of the society for Industrial and Organizational Psychology.

Dumani, S., Allen, T. D., Shockley, K. M., & Poteat, L. (May, 2014). *Revamping positional power in mentoring relationships*. In K. E. O'Brien (Chair), Nurturing emergent themes in mentoring. Research Incubator presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Dumani, S. T., **French, K. A.**, Meier, L., & Hurni, K. (2014). *Work stressors and health: Comparing lesbian, gay, and heterosexual individuals*. Symposium paper presented at the 2014 Annual Conference for the Southern Management Association. Savannah, GA.

Fletcher, K.A. & Bedwell, W.L. (2014, March). *Cognitive aids: Design suggestions for the medical field*. Poster presented at the third annual Symposium on Human Factors and Ergonomics Society in Health Care, Chicago, IL.

Fletcher, K. A., Bedwell, W. L., Rosen, M., Catchpole, K., & Lazzara, E. (2014). Medical Team Handoffs Current and Future Directions. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 58(1), 654-658.

Fletcher, K.A., Bedwell, W.L., Strauss, A., & Navarte, H. (2014, May). Medical experiential training courses: A new perspective on medical mission trips. In M.J. Kerry & E.H. Lazzara (chairs), *A look at a paradigmatic shift in healthcare training* at Society for Industrial-Organizational Psychology, Honolulu, HI.

Fletcher, K.A., **Telford, B.N.**, **Frick, S.E.**, & Bedwell, W.L. *The effects of training and checklist design on perceived emotional strain*. (2015, May). Platform paper presented at the Work, Stress and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, Atlanta, GA.

Fletcher, K.A., **Telford, B.N.**, **Frick, S.E.**, & Bedwell, W.L. (2015, April). *The Devil is in the Details: Checklist Design Optimization*. Poster presented at the fourth annual Symposium on Human Factors and Ergonomics Society in Health Care: Improving Outcomes, Baltimore, Maryland.

French, K. A. & Agars, M. D. (2014). Work-family conflict, enrichment and culture for low-

income workers vs. higher income workers: A commensurability study. Poster presented at the 2014 Biannual Work and Family Researchers Network Conference, New York, NY.

French, K. A., Butts, M. M., & Allen, T. D. (2014). *Parent work conditions and adolescent core self-evaluations: Examining the effects of work resource drain and implicit theories*. Symposium paper presented at the 2014 Annual Conference for the Southern Management Association. Savannah, GA.

French, K. A., Dumani, S., Allen, T. D., & Shockley, K. M. (2014, May). *Work-family conflict and job satisfaction: A meta-analysis of cultural differences*. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

French, K. A., McConnaughy, J. M., Agars, M. D., Torte, L., & Castillo, M. (2014). Work-family issues in low income contexts: A qualitative investigation. Symposium paper presented at the 2014 Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.

Gibby, R. E., Pusilo, C. L., Schwall, A., **Ducey, A. J.,** & Drake, T.J. (2014, May). Driving content security through computer adaptive testing. In S. Gutierrez (Chair), *Practical considerations for developing and maintaining computer adaptive testing programs*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Goldin, S., Horn, G. T., Schnaus, M. J., Grichanik, M., **Ducey, A. J.,** Nofsinger, C., Hernandez, D. J., Shames, M. L., Zakaria, M., & Brannick, M. T. (2014, April). *FLS skill acquisition: A comparison of blocked versus interleaved practice*. Presentation at the conference of the Society of American Gastrointestinal and Endoscopic Surgeons, Salt Lake City, UT.

Grossman, M. R., Shen, W., **Hutchinson, D.M., Johnson, K., & Thurston, A.J.** (2014, May). Clarifying the Nature of Resilience: A Meta-Analytic Investigation. Symposium presented to the 2014 Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Hutchinson, D., Shen, W., **Telford, B., Andel, S.A., Jang, S., Ramsay, S.** *Personality and Justice Perceptions: An Updated Meta-Analysis*. (2014). Presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Kessler, S. R., Andel, S., Kleinman, G., & Spector, P.E. (2014). Conscientiousness as a Moderator of Climate and Mistreatment. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology (SIOP). Honolulu, HI.

Kiburz, K. M., & Allen, T. D. (May, 2014). *Examining the effects of a mindfulness-based work-family intervention*. In J. G. Randall & M. Beier (Co-Chairs), In Mind Wandering

and Mindfulness: Self-regulation at Work. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Koh, C. W., Lee, T. T., & Shen, W. (2014, May). Black-white mean differences in job satisfaction: A meta-analysis. Poster session presented at the meeting of the Society of Industrial-Organizational Psychology, Honolulu, HI.

Lee, P., Seybert, J., Stark, S., & Chernyshenko, O. (2014). *Advances in the measurement and application of forced-choice noncognitive assessments*. In Wang, W., & Seybert J. (Chairs), MCMC methods for Zinnes-Griggs unidimensional pairwise preference item calibration. Symposium presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.

Lee, P., & Chun, S. (2014). Graduate student poster presentation: “A comparison of three different item functioning detection methods”. Poster presented at the annual conference of the National Council on Measurement in Education: Philadelphia, PA.

Mansour, S., **Fletcher, K.A.,** & Bedwell, W.L. (October, 2014). *Mindfulness in Organizational Settings: A Review of the Literature & Directions for Future Research in Leadership*. Poster presented at Florida Psychological Association, Bonita Springs, FL.

McCance, A. S., Gibby, R. E., Drake, T. J., & **Ducey, A. J.** (2014, May). Using analytics to drive employee engagement at P&G. In S. J. Roberts (Chair), *Pivot tables to p-values: Creating an internal HR analytics function*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Potter, S., & Chmielewski, M. (February 2014) *Transient Measurement Error: Relevance to Diverse Populations and Multiple Research Domains*. Presented at Fifteenth Annual Meeting of The Society for Personality and Social Psychology, Austin, TX.

Pusilo, C. L., Gibby, R. E., McCance, A. S., & **Ducey, A. J.** (2014, May). Design considerations for cognitive ability in the modern age. In D. Grelle, (Chair). *Cognitive ability in the age of UIT and globalization*. Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Shen, W., **Gazica, M. W., Andel, S. A., Hudson, C. K.,** & Kessler, S. R. (2014, May). Leadership behaviors and follower health: A meta-analysis. Poster session presented at the 29th annual conference of the Society for Industrial & Organizational Psychology, Inc., Honolulu, HI.

Shen, W., **Hutchinson D., Telford B., Andel S., Jang, S., & Ramsay, P. S.** (2014, May) Big five and justice perception: A meta-analysis. Paper presented at the Society for Industrial Organizational Psychologists, Honolulu, HI.

Shockley, K. M., Douek, J., Smith, C., Yu, P., **Dumani, S., & French, K. A.** (2014). Cross-cultural work-family research: The state of the literature. Symposium paper presented at the 2014 Annual Conference for the Society for Industrial and Organizational

Psychology, Honolulu, HI.

Shockley, K.M., Shen, W., Denunzio, M., **Arvan, M.L.**, & Knudsen, E. (2014, June). Clarifying gender and work-family conflict: A meta-analytic approach. In M.J. Mills & Q. Vuong (Co-Chairs), *Work-life interface meets employee gender: Challenge and opportunity*. Presentation at the Work and Family Researchers Network conference, New York, NY.

Tortez, L., **French, K. A.**, Agars, M. D., Cazares, E., Ezeagwula, C., Rockwood, N., & Vansa, L. (2014). Threat and fairness around diversity management: Testing full integration theory. Poster presented at the 2014 Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.

Yang, L. Q., Caughlin, D. E., **Gazica, M. W.**, Truxillo, D. M., & Spector, P. E. (2014, May). Workplace Mistreatment Climate: Nipping mean behavior before it starts. Symposium at the 29th annual conference of the Society for Industrial & Organizational Psychology, Inc., Honolulu, HI.

2013

Agars, M.D., **French, K.A.**, & Martinez, D. (2013). Work, family and health: Support for low-income workers. Symposium paper presented at the 2013 Annual Conference of the Society for Industrial and Organizational Psychology, Huston, TX.

Allen, T. D., & **Kiburz, K.** (2013, November). *Trait mindfulness as a moderator of age and quality of life outcomes*. Age in the Workplace Meeting. Rovereto, Italy.

Chun, S., Lee, P. et al. (2013). What is Happening with the “?” in the job descriptive index (JDI)? Poster presented at the 2013 Annual Conference of the Society for Industrial and Organizational Psychology, Huston, TX.

Coovert, M.D., **Pavlova Miller, E. E.**, Bennett, W., Arvan, M., & Coovert, D. (December 2013). *Quantitative assessment of the impact of team effectiveness on changes in individual trust*. Paper presented at IITSEC, Orlando, FL, Dec 2013.

Crimaldi, C.L., McConnaughy, J., **French, K.A.**, & Agars, M.D. (2013). Organizational support and work-family conflict: The importance of self-determination. Poster presented at the 2013 Annual Conference of the Society for Industrial and Organizational Psychology, Huston, TX.

Doolittle, D., & **Henderson, T.G.** (2013, May). *Course and major influences on attitudes toward the legal system*. Poster presented at the Midwestern Psychological Association's 85th Annual Conference, Chicago, Illinois.

Dumani, S., Macoukji, F., & Shen, W. (2013, April). *By any other name: Exploring definitions of diversity and inclusion by group membership*. In W. Shen & A. Carter-Sowell (Co-Chairs), *Understanding and Promoting Inclusion in the Workplace*. Symposium presented

at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

French, K.A. & Agars, M.D. (2013). Examining commensurability of work-family measures among low-income populations. Symposium paper presented at the 2013 Annual Conference of the Society for Industrial and Organizational Psychology, Huston, TX.

French, K.A. & Agars, M. D. (2013). Work and family conflict: Can we generalize? Poster presented at the 2013 Annual Conference of the Society for Industrial and Organizational Psychology, Huston, TX.

French, K. A., Allen, T. D., & Butts, M. M. (2013). Home for the kids?: Investigating telecommuting implications for adolescent delinquent behavior. Symposium paper presented at the 2013 Annual National Occupational Research Agenda Young/New Investigators Symposium, Salt Lake City, UT.

French, K.A., Gilbert, J. A., & Kottke, J. L. (2013). Development of a social perception scale. Poster presented at the 2013 Annual Conference of the Association for Psychological Science, Washington, D.C.

French, K.A., Hagen, L., Grab, K. & Leake, E. (2013). Facebook Motivation Likert Scale. Poster presented at the 2013 Annual Conference of the Association for Psychological Science, Washington, D.C.

French, K. A., Kottke, J. L., McConnaughy, J. M., Johnson, L., & McNeal, K. (2013). Student reactions to group work: The good, the bad, and the slackers. Poster presented at the 2013 Annual Conference of the American Psychological Association, Honolulu, HI.

Gazica, M. W., & Spector, P. W. (2013, Nov.). A tale of three climates: The distinctiveness of Safety, Workplace Civility, and Violence Prevention Climates. Symposium at the annual conference of Southern Management Association, New Orleans, LA.

Gazica, M. W., & Spector, P. E. (2013, April). The distinctiveness of Safety Climate and Violence Prevention Climate. Poster session presented at the 28th annual conference of the Society for Industrial & Organizational Psychology, Inc., Houston, TX.

Hutchinson, D. M., Hettinger, V. E., & Bosson, J. K. (January, 2013.). Effect of Professional Status on the Perception of Relationship Dynamics. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA.

Kessler, S. R., Kleinman, G., **Andel, S.**, & Spector, P. E. (2013). Cyber-CWB: A Response to Mistreatment. Oral presentation given at the annual conference of the Southern Management Association (SMA). New Orleans, LA.

- Kottke, J.L. & **French, K.A.** (2013). Teamwork KSA Test: Still searching for psychometric excellence. Poster presented at the 2013 Annual Conference of the Annual Conference of the Association for Psychological Science, Washington, D.C.
- Lee, P.**, Chun, S., Lake, C. Stark, S., & Lee, S. (2013). What is happening with the “?” in the JDI?, Paper presented at the 28th annual conference for the Society of Industrial and Organizational Psychology: Houston, TX.
- Lorenzo, F., Nguyen, J.L., ., Barnett, T.E., Dailey, A. B., George, T.J., King-Marshall, E. Martin, E., McGinley, J., Reed, R., Riherd, G., Rodriguez, E.M., Schumacher, J., Sultan, S., **Telford, B.**, Young, M.E., & Curbow, B.A. (2013) *Predictors of anxiety among colonoscopy patients*. Presented at the 141st annual meeting of the American Public Health Association.
- Nguyen, J.L., Schumacher, J.R., Dailey, A.B., Barnett, T.E., George, T.J., King-Marshall, E., Lorenzo, F., McGinley, J., Reed, R, Riherd, G, Rodriguez, E., Sultan, S., **Telford, B.** & Curbow, B.A. (2013). *Health literacy among colonoscopy patients living in rural areas with regard to income*. Presented at the 141st annual meeting of the American Public Health Association.
- Pavlova, E.**, Covert, M. D., & Bennett, W. (May 2013). *Quantifying and Modeling the Latent Growth Trajectory of Trust*. Presented at the International Society for Aviation Psychology (ISAP) in Dayton, Ohio, May 6-9, 2013.
- Ramsay, P. S.**, Bedwell, W. L., Heyne, K., & Salas, E. (2013). *Feedback in videogames: The effects on desired learning outcomes*. Poster presented the 28th Annual Conference for the Society of Industrial and Organizational Psychology, Houston, TX.
- Shen, W., **Dumani, S.**, & **Kemp, A.** (2013, April). *Consequences of Gender and Leadership Identity Conflict and Facilitation*. In J. Wessel & B. J. Lyons (Co-chairs), Investigating Workplace Relationships from a Diversity Perspective. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Shen, W., **Kemp, A.**, & **Dumani, S.** (2013, April). *Helpful of harmful? Predictors of gender and leadership identity conflict and facilitation*. In J. Hazucha & W. Shen (Co-chairs), Women Leaders: Barriers and Boosters on the Corporate Ladder. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.